

APPLICABLE TO REGIONALLY AND INTERNATIONALLY RECRUITED STAFF (RRS/IRS) WITH 3 YEARS APPOINTMENTS*

Salary	<p>Paid monthly through the US-based Association of International Agricultural Research Centers (AIARC) in US Dollars.</p> <p>Staff members who are expatriates are individually responsible for compliance with the income tax laws of their home countries. Staff members who are nationals or residents of the host country may be required by their government to pay normal taxes of the country unless they are specifically exempted.</p>
Pension	The institute contributes 15% of staff member's base salary to the retirement plan.
Life & Health Insurance	An insurance package, which includes life insurance and accidental death & dismemberment (AD&D) at 3x annual base salary, long-term disability, and travel accident insurance for staff member. Health insurance is provided for staff and eligible dependents.
Vehicle Allowance	US\$4,800 p.a. (US\$400 paid monthly with salary.)
Annual Leave	30 days per annum

APPLICABLE TO REGIONAL AND INTERNATIONAL STAFF POSTED OUTSIDE THEIR HOME BASE/ COUNTRY OF NATIONALITY

Housing & Utilities	Designed to cover the cost of appropriate housing for internationally recruited staff working in donor funded, not-for-profit research organizations. The housing allowances range from US\$1,500 to US\$3,180 paid monthly with salary.
Education	Reimbursement of 75% of the authorized costs. Education assistance is limited to 3 children of a staff member and schooling covers from Age 5 to Grade 12 in secondary school.
Shipping	20' container by sea plus 100 kg by air for staff member/spouse, and 25 kg by air for each dependant.*
Shipping Insurance	Insurance cover is based on the value of the goods. Up to a maximum of US\$25,000 (if by surface or boat) and up to a maximum of US\$5,000 (if by air).*
Furniture	A once-off non-accountable grant of US\$4,000 (independent), US\$6,000 (partnered), to purchase furniture and furnishings for personal use. Staff whose dependants do not join them at the duty station will be treated as 'independent' for the purpose of this allowance.
Home Leave Travel	Round trip economy class travel by the most direct route, for staff member and each authorized dependant, between duty station and the staff member's recognized home base.

*Remuneration packages associated with RRS/IRS employment assignments of less than three years will have allowances that differ from shown here. Check with the Human Resources Office for more details.